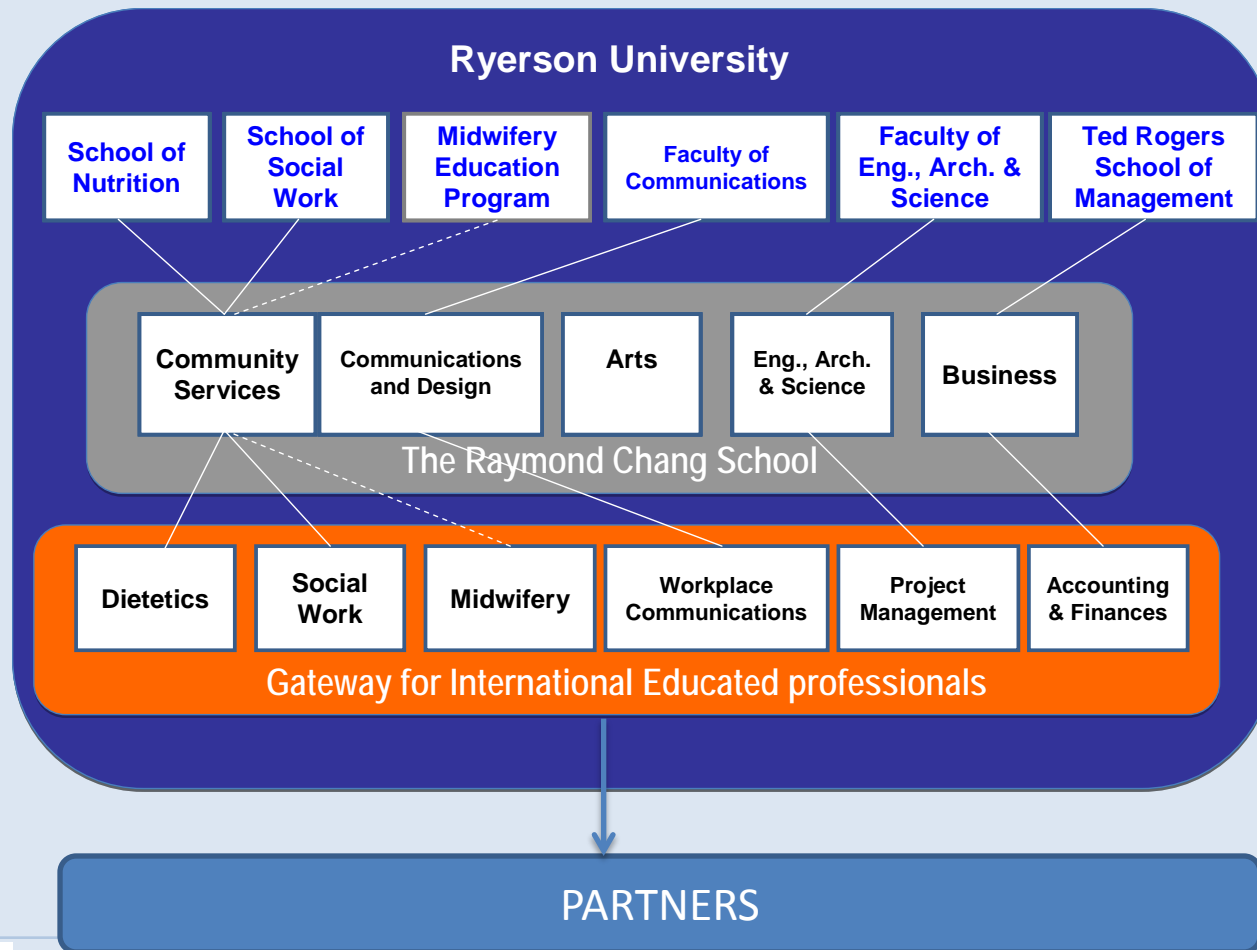

Internationally Educated Professionals: Challenges and opportunities

Bridging Programs for Newcomers
OCASI
Toronto, November 15, 2012

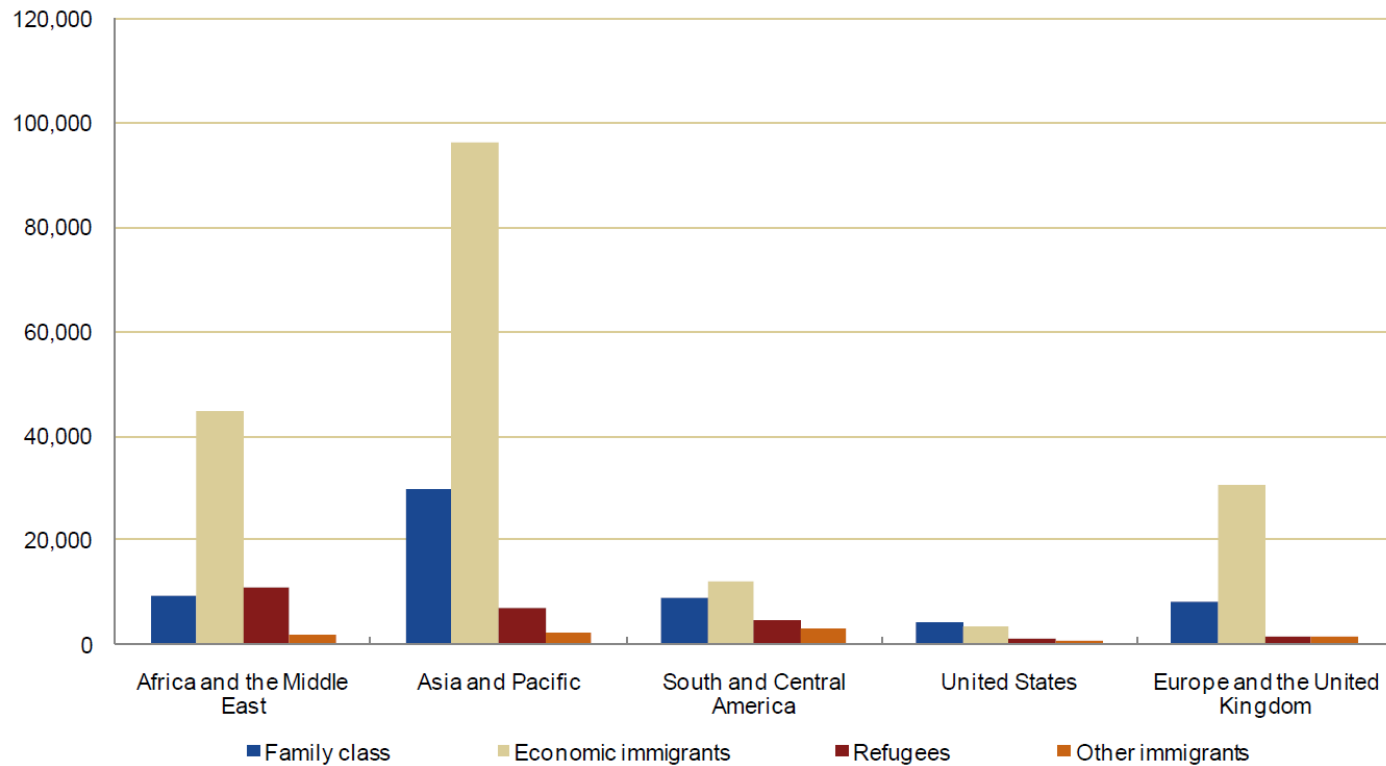
Jose A. Garcia, P. Eng., Ph.D., MBA
Program Manager –Middle Level Managers with Technical Background
GATEWAY for Internationally Educated Professionals

Gateway Framework



Where are immigrants coming from?

Canada – Permanent residents by category and source area, 2010

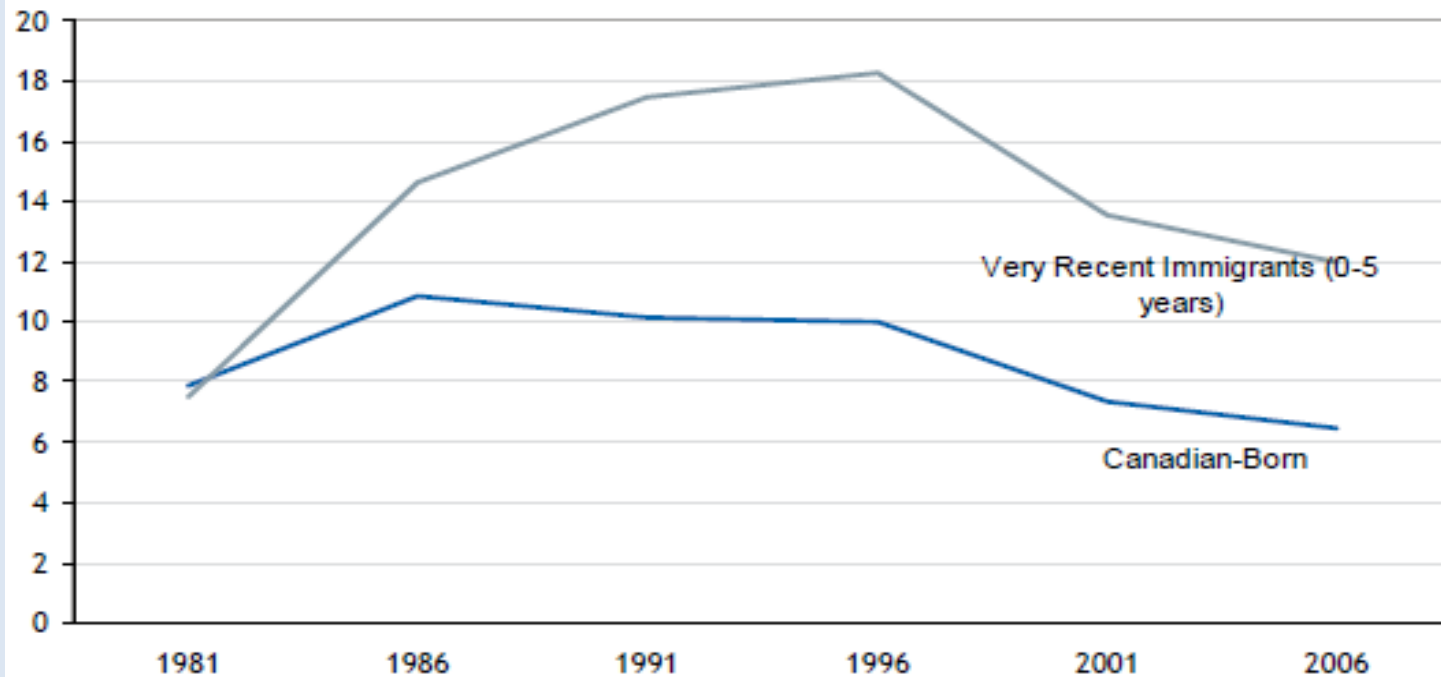


Source: Canada Facts and Figures, Immigration Overview, Permanent and Temporary Residents, 2010, CIC

The employment discrepancy has deteriorated

Unemployment Rates, 1981-2006

% of labour force unemployed



Source: Statistics Canada, RBC Economics Research

Match rates of employed foreign educated immigrants working in the corresponding occupation, by immigrant type

| Field of study | Canadian-born | | Foreign-educated immigrants | |
|-----------------------|----------------|------------|-----------------------------|------------|
| | Total | Match rate | Total | Match rate |
| | | % | | % |
| Field of study | 937,050 | 62 | 284,080 | 24 |
| Chiropractics | 5,745 | 87 | 345 | 84 |
| Occupational therapy | 9,345 | 82 | 560 | 65 |
| Medicine | 31,040 | 92 | 12,865 | 56 |
| Nursing | 78,880 | 73 | 13,150 | 56 |
| Pharmacy | 18,760 | 84 | 6,020 | 45 |
| Physiotherapy | 12,310 | 82 | 2,165 | 44 |
| Dentistry | 10,465 | 90 | 3,750 | 44 |
| Optometry | 2,760 | 95 | 340 | 38 |
| Veterinary medicine | 6,580 | 83 | 2,225 | 29 |
| Architecture | 13,860 | 56 | 7,695 | 26 |
| Accounting | 85,410 | 50 | 29,445 | 24 |
| Teaching | 408,795 | 62 | 35,860 | 20 |
| Diet/Nutrition | 3,225 | 60 | 435 | 20 |
| Engineering | 167,260 | 42 | 157,930 | 19 |
| Law | 82,615 | 69 | 11,295 | 12 |

Source: Statistics Canada, Census of Population, 2006.

Key barriers to employment for IEPs

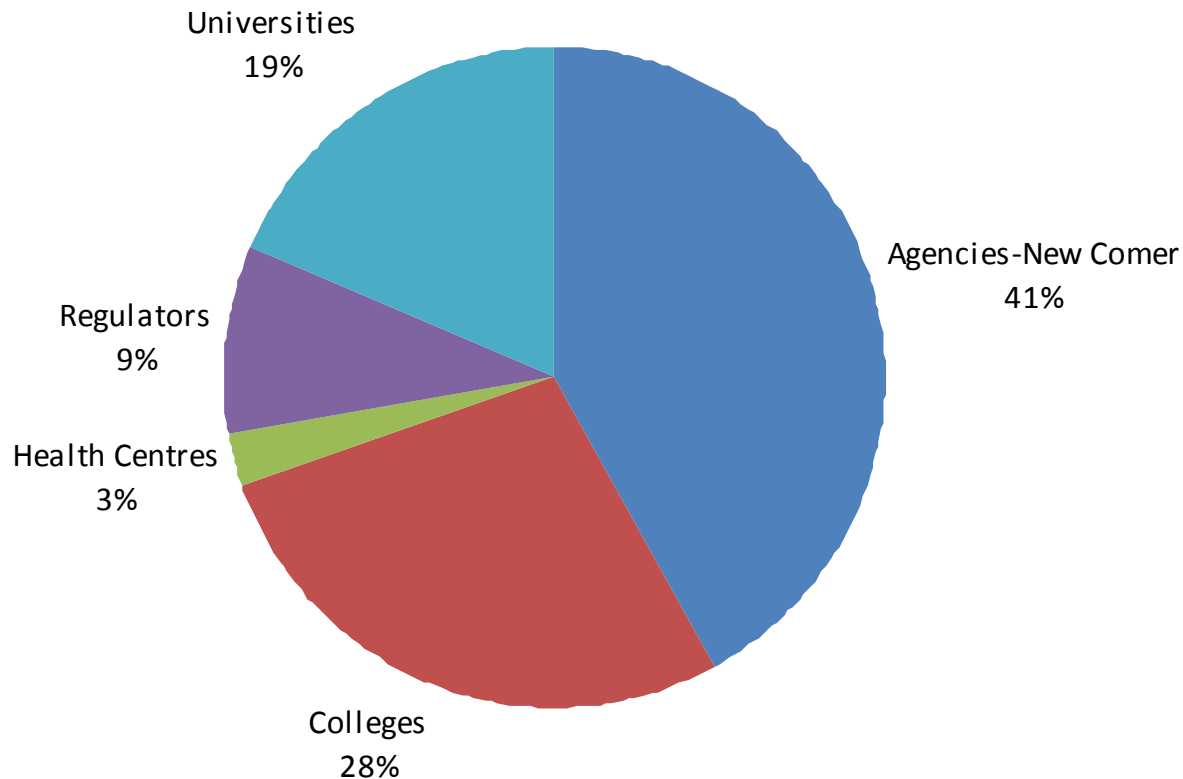
- The lack of Canadian work experience;
- The lack of knowledge about Canadian workplace practices;
- Limited professional networks;
- Systemic challenges related to professional regulatory bodies and credential assessment;
- Employer's inability to correctly interpret and assess an IEP's prior education and work experience;

Some alternatives for Internationally Educated Professionals

- Bridging Programs
- Mentoring Programs
- Higher Education programs (i.e. M.Sc., Ph. D.)
- Self Employment (i.e. entrepreneurship)
- Family and community networks
- Moving to other Provinces
- Moving out of Canada

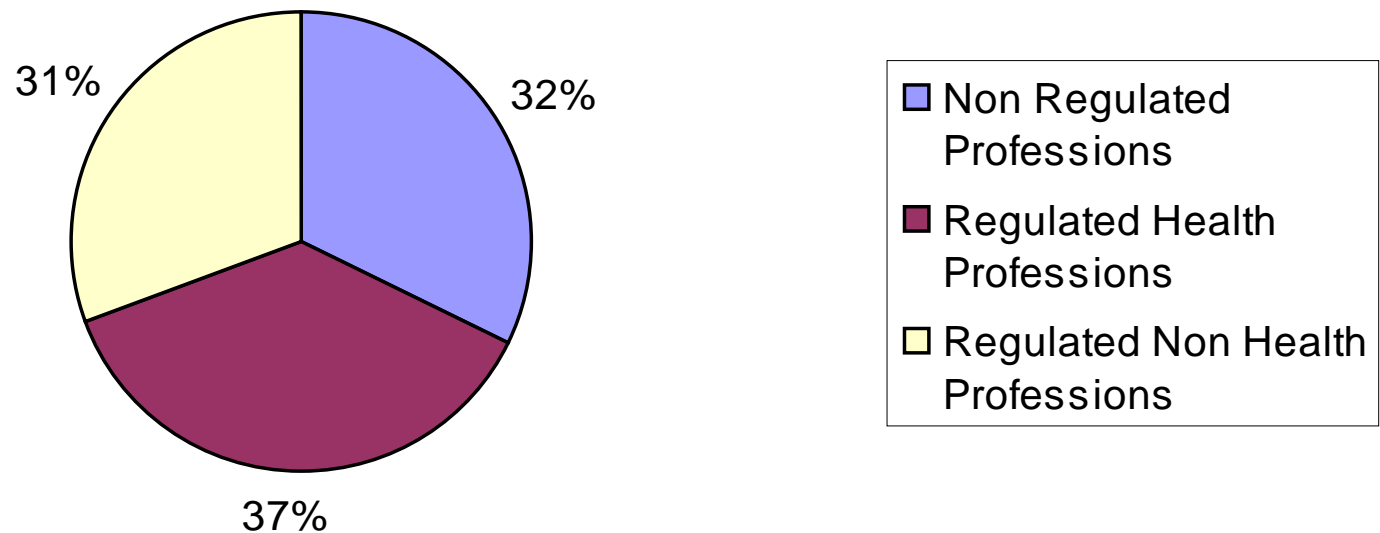
Who Offers Bridging Programs in Ontario?

Bridging programs by type of organization



Note: Bridging programs offered by employers are less than 1%

Bridging Programs by Types of Professions



Sample of Bridging Programs in Ontario

- [Accounting](#)
- [Agrology](#)
- [Architecture](#)
- [Biotechnology](#)
- [Business](#)
- [Dietetics](#)
- [Early Childhood Education](#)
- [Education](#)
- [Employment counselling](#)
- [Engineering](#)
- [Environmental](#)
- [Financial services](#)
- [Health care](#)
- [Human resources](#)
- [Information technology](#)
- [Land surveyors](#)
- [Law](#)
- [Medical graduates](#)
- [Medical laboratory technology](#)
- [Midwifery](#)
- [Nursing](#)
- [Occupational therapy](#)
- [Optometry](#)
- [Pharmacy](#)
- [Physiotherapy](#)
- [Project management](#)
- [Regulated professions](#)
- [Sales and marketing](#)
- [Skilled Trades \(General\)](#)
- [Social work](#)
- [Supply chain/Logistics](#)
- [Tourism](#)
- [Veterinary medicine](#)
- [Other](#)

Source: www.citizenship.gov.on.ca

Conclusion

- Internationally educated professionals (IEPs) face many barriers to labour market integration but they are not a homogeneous group in their background or needs;
- Match rates are generally lower than 30% for those trained in fields such as Architecture, Accounting, Teaching, Diet/Nutrition, Engineering and Law;
- Optimally designed bridging programs, can be successful in helping IEPs overcome integration barriers;
- IEPs need to consider every available channel to achieve relevant employment
- There is room for further social innovation in this area.

Thank you!

MLM (Project Management) program accepting applications for Feb 2013 session

www.ryerson.ca/ce/mlm

For more information on Ryerson-Gateway Bridging Programs go to:

www.ryerson.ca/ce/gateway